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**GOVERNMENT OF PUNJAB**  
**DEPARTMENT OF AGRICULTURE & FARMERS' WELFARE**  
**(Agriculture-IV Branch)**

**NOTIFICATION**

**The 10<sup>th</sup> May, 2023**

**No. 25/11/2009-Agri-4(2)/4962.**—As per decision of the Government of Punjab, in the Cabinet Meeting held on **28.04.2023**, in pursuance of the recommendations of the University Grants Commission of the Government of India vide its **letter No.1-7/2015-U.II(1) and letter No.1-7/2015-U.II(2) dated 2<sup>nd</sup> November 2017**, the Governor of Punjab is pleased to revise the scales of pay of Teachers and Equivalent Cadres in Punjab Agricultural University, Ludhiana with effect from 1<sup>st</sup> January, 2016, as per details given below :-

**1. Designation**

There shall be only three designations in respect of teachers in Punjab Agricultural University, Ludhiana namely, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel at various levels.

**2. Revised Pay for teachers and equivalent positions:**

**(i) Pay Fixation method**

The revised pay structure for different categories of teachers and equivalent positions is based on the following:

- a) The formula followed by the 7<sup>th</sup> CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A and 14.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.

- d) The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs.10,000 and 2.72 for the AGP of Rs. 10,000 and above.
- e) The entry pay for each level is as follows:

Level	Academic Grade Pay	Entry Pay (Rs.)
10	6000	21600
11	7000	25790
12	8000	29900
13A	9000	49200
14	10000	53000
15	-	67000

- f) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay will be as per UGC notification as mentioned in Annexure-I (except Academic Level 15).
- g) For fixation of pay of an employee in the Pay Matrix as on 1<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre revised structure as on 31<sup>st</sup> December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

**(ii) Revised pay for Teachers & equivalent cadres in Punjab Agricultural University, Ludhiana**

Sr. No.	Category /Designation	Existing pay scale w.e.f. 01.01.2006 (Rs.)	Revised Pay Scale w.e.f.01.01.2016 (Rs.)
1.	Assistant Professor & equivalent academic cadre	15600-39100+AGP 6000	Level-10 (with rationalized entry pay of Rs.57,700/-).
2.	Assistant Professor & equivalent academic cadre	15600-39100+AGP 7000	Level-11 (with rationalized entry pay of Rs.68,900/-)
3.	Assistant Professor & equivalent academic cadre	15600-39100+AGP 8000	Level-12 (with rationalized entry pay of Rs.79,800/-)
4.	Associate Professor & equivalent academic cadre	37400-67000+AGP 9000	Level-13 A (with rationalized entry pay of Rs.1,31,400/-)

5.	Professor & equivalent academic cadre	37400-67000+AGP 10000	Level-14 (with rationalized entry pay of Rs.1,44,200/-)
6.	Director(Research)/ Director(Extension)/Dean/ Dean PGS/ Director Students' Welfare and equivalent	37400-67000+ AGP 10000	Level-14 (with rationalized entry pay of Rs.1,44,200/-)
7.	Additional Director (Research)/Extension Education/Communication)	37400-67000+ AGP 10000	Level-14 (with rationalized entry pay of Rs.1,44,200/-)
8.	Vice Chancellor	75000 (fixed)+ 5000 Special Allowance	2,10,000 (fixed) + 5000 Special Allowance
9.	Assistant Librarian & equivalent	15600-39100 + AGP 6000	Level-10 (with rationalized entry pay of Rs.57,700/-).
10.	Assistant Librarian & equivalent	15600-39100 + AGP 7000	Level-11 (with rationalized entry pay of Rs.68,900/-)
11.	Assistant Librarian & equivalent	15600-39100 + AGP 8000	Level-12 (with rationalized entry pay of Rs.79,800/-)
12.	Deputy Librarian & equivalent	37400-67000 + AGP 9000	Level-13 A (with rationalized entry pay of Rs.1,31,400/-)
13.	Librarian	37400-67000+AGP 10000	Level-14 (with rationalized entry pay of Rs.1,44,200/-)
14.	Assistant Director Physical Education & equivalent	15600-39100 + AGP 6000	Level-10 (with rationalized entry pay of Rs.57,700/-).
15.	Assistant Director Physical Education & equivalent	15600-39100 + AGP 7000	Level-11 (with rationalized entry pay of Rs.68,900/-)
16.	Assistant Director Physical Education & equivalent	15600-39100 + AGP 8000	Level-12 (with rationalized entry pay of Rs.79,800/-)
17.	Deputy Director Physical Education & equivalent	37400-67000 + AGP 9000	Level-13 A (with rationalized entry pay of Rs.1,31,400/-)
18.	Director/Joint Director of Physical Education & equivalent	37400-67000 + AGP 10000	Level-14 (with rationalized entry pay of Rs.1,44,200/-)

### 3. Registrar/Controller of Examination

- (i) Registrar/Controller of Examination, presently in the Pay Band of Rs.37,400-67,000/- with Grade Pay of Rs.10,000/-, shall be placed at Level 14 with Rationalized Entry Pay of Rs.1,44,200/- as per 7th CPC Pay Matrix given at **(Annexure-II)** and pay of these officers shall be fixed at the appropriate cell in the

Pay Matrix (**Annexure-II**) in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission.

- (ii) The posts of Registrar/ Controller of Examination shall continue to be filled through direct recruitment as per the existing criteria.

**4. Date of Implementation**

- i) The date of implementation of the above revised pay shall be 1<sup>st</sup> January, 2016.
- ii) The teachers shall exercise option in the Form appended as **Annexure-III**, within a period of two months from date of issue of the notification of these rules.

**5. Incentive increment for higher qualification**

The incentive structure is built-in in the pay structure itself wherein those having M.Phil or Ph.D. degree will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining the degrees of M.Phil or Ph.D.

**6. Increment**

- i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- ii) There shall be two dates for grant of increment namely, 1<sup>st</sup> January and 1<sup>st</sup> July of every year, instead of existing date of 1<sup>st</sup> July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

**7. Promotion**

When an individual gets a promotion, his/her new pay on promotion would be fixed in the Pay Matrix as follows:-

On promotion, the teachers would be given a notional increment in existing Academic Level of Pay, by moving to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which the teacher has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay, otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

**8. Allowances**

The allowances of teaching faculty will be as per Department of Finance, Punjab (Finance Personnel-1 Branch) letter No. FD-FP-10PYSC/16/2023-2FP1/1/556660/2023 dated 09.05.2023 .

**9. Applicability of the Scheme**

- a. The revised pay scales are applicable to the teachers and equivalent cadres of **Punjab Agricultural University, Ludhiana**.
- b. All service conditions of teachers and equivalent cadres of Punjab Agricultural University, Ludhiana will continue to be governed by Haryana & Punjab Agricultural Universities Act 1970 & Statutes amended from time to time, Instructions of the State Government adopted by PAU with the approval of Board of Management and instructions of State Government where it is made applicable on all entities of State Government.
- c. This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators pay of the said categories of employee shall be fixed in the appropriate relative level to their existing pay in each university/institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 7<sup>th</sup> Central Pay Commission.
- d. The qualification and other conditions for direct recruitment on or after the date of issue of this notification will be as per UGC regulations 2018.
- e. The State Government may change any of the above conditions of its own or on the recommendations of the UGC/Government of India.

**10. Anomalies of the last PRC:**

Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Agriculture & Farmer's Welfare for clarification.

**11. Date of implementation of revised pay and allowance and payment of arrears:**

The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.

- i. The revised pay shall be admissible w.e.f. **01.04.2023** (pay of April, 2023 to be payable in May, 2023)
- ii. Allowances of teaching faculty will be as per Department of Finance, Punjab (Finance Personnel-1 Branch) letter No. FD-FP-10PYSC/16/2023-2FP1/1/556660/2023 dated 09.05.2023 and age of retirement will be as per Clause II of memo

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- No. FD-FP-10PYSC/10/2023-2FP1/106 dated 22.03.2023 read with letter no. 01/54/2023-1Cabinet/1217-1221 dated 03.03.2023.
- iii. The revised pension (post 01.01.2016 retirees) shall be admissible w.e.f. 01.04.2023 (pension of April, 2023 payable in May, 2023).
- iv. The decision regarding the payment of arrears shall be taken separately.
- v. An undertaking shall be taken from every beneficiary under this scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay level or grant of inappropriate Pay level and Pay cells or any other excess payment made shall be adjusted against the future payments due or other wise to the beneficiary (**Annexure-III**).
12. This notification is issued with the concurrence of the department of Finance conveyed vide their letter No. FD-FP-10PYSC/10/2023-2FP1/106 dated 22.03.2023 and FD-FP-10PYSC/16/2023-2FP1/1/556660/2023 dated 09.05.2023.

The 9th May, 2023

**SUMER SINGH GURJAR, IAS**  
Principal Secretary to Government of Punjab  
Department of Agriculture and Farmers Welfare

**Annexure-I**

<b>Pay Band (Rs)</b>	<b>15600-39100</b>			<b>37400-67000</b>		<b>67000-79000</b>
Grade Pay (Rs)	<b>6,000</b>	<b>7,000</b>	<b>8,000</b>	<b>9,000</b>	<b>10,000</b>	<b>0</b>
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs)	<b>21,600</b>	<b>25,790</b>	<b>29,900</b>	<b>49,200</b>	<b>53,000</b>	<b>67,000</b>
Academic Level	10	11	12	13A	14	15
Rationalized Entry Pay (Rs) 1	<b>57,700</b>	<b>68,900</b>	<b>79,800</b>	<b>1,31,400</b>	<b>1,44,200</b>	<b>1,82,200</b>
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					



**Annexure-II****Pay Matrix for Registrars/Controllers of Examination**

<b>Pay Band (Rs)</b>	<b>15600-39100</b>			<b>37400-67000</b>	
<b>Grade Pay (Rs)</b>	<b>5400</b>	<b>6600</b>	<b>7600</b>	<b>8700</b>	<b>10,000</b>
<b>Academic Level</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
<b>Rationalised Entry Pay (Rs)</b>	<b>56,100</b>	<b>67,700</b>	<b>78,800</b>	<b>1,18,500</b>	<b>1,44,200</b>
1					
2	57,800	69,700	81,200	1,22,100	1,48,500
3	59,500	71,800	83,600	1,25,800	1,53,000
4	61,300	74,000	86,100	1,29,600	1,57,600
5	63,100	76,200	88,700	1,33,500	1,62,300
6	65,000	78,500	91,400	1,37,500	1,67,200
7	67,000	80,900	94,100	1,41,600	1,72,200
8	69,000	83,300	96,900	1,45,800	1,77,400
9	71,100	85,800	99,800	1,50,200	1,82,700
10	73,200	88,400	1,02,800	1,54,700	1,88,200
11	75,400	91,100	1,05,900	1,59,300	1,93,800
12	77,700	93,800	1,09,100	1,64,100	1,99,600
13	80,000	96,600	1,12,400	1,69,000	2,05,600
14	82,400	99,500	1,15,800	1,74,100	2,11,800
15	84,900	1,02,500	1,19,300	1,79,300	2,18,200
16	87,400	1,05,600	1,22,900	1,84,700	
17	90,000	1,08,800	1,26,600	1,90,200	
18	92,700	1,12,100	1,30,400	1,95,900	
19	95,500	1,15,500	1,34,300	2,01,800	
20	98,400	1,19,000	1,38,300	2,07,900	
21	1,01,400	1,22,600	1,42,400	2,14,100	
22	1,04,400	1,26,300	1,46,700		
23	1,07,500	1,30,100	1,51,100		
24	1,10,700	1,34,000	1,55,600		
25	1,14,000	1,38,000	1,60,300		
26	1,17,400	1,42,100	1,65,100		
27	1,20,900	1,46,400	1,70,100		
28	1,24,500	1,50,800	1,75,200		
29	1,28,200	1,55,300	1,80,500		
30	1,32,000	1,60,000	1,85,900		
31	1,36,000	1,64,800	1,91,500		
32	1,40,100	1,69,700	1,97,200		
33	1,44,300	1,74,800	2,03,100		
34	1,48,600	1,80,000	2,09,200		
35	1,53,100	1,85,400			
36	1,57,700	1,91,000			
37	1,62,400	1,96,700			
38	1,67,300	2,02,600			
39	1,72,300	2,08,700			
40	1,77,500				



**ANNEXURE-III****UNDERTAKING**

I, hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band/grade pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature.....  
Name.....  
Designation.....  
Place.....  
Date.....

**FORM OF OPTION**

- 1 I, ..... hereby opt for the revised pay structure with effect from 01.01.2016.
2. I, .....hereby opt the multiplying factor of .....

Signature.....  
Name.....  
Designation.....  
Place.....  
Date.....